



**IOV REGISTERED VALUERS FOUNDATION  
MODEL CODE OF BUSINESS CONDUCT AND ETHICS  
FOR BOARD MEMBERS AND SENIOR MANAGEMENT**

## IOV REGISTERED VALUERS FOUNDATION MODEL CODE OF BUSINESS CONDUCT AND ETHICS FOR BOARD MEMBERS AND SENIOR MANAGEMENT

### 1.0 Introduction

- 1.1. This Code shall be called "The Code of Business Conduct & Ethics for Board Members and Senior Management of IOV Registered Valuers Foundation (hereinafter referred to as "the Company").
- 1.2. The purpose of this Code is to enhance ethical and transparent process in managing the affairs of the Company.
- 1.3. It shall come into force with effect from the date of approval of the Governing Board.

### 2.0 Definitions and Interpretations:

- 2.1 "Governing Board" means the Board of Directors of the IOV Registered Valuers Foundation constituted under the applicable provisions of the Companies Act, 2013 (18 of 2013).
- 2.2 "Board Members" shall mean Directors on the Governing Board of the Company.
- 2.3 "Whole-time Directors" or "Functional Directors" shall be the Directors on the Governing Board of the Company who are in whole-time employment of the company.
- 2.4 "Part-time Directors" shall mean Directors, including the "Independent Directors", on the Governing Board of the Company who are not in whole time employment of the Company.
- 2.5 "Relative" shall have the same meaning, as defined in Section 2(77) of the Companies Act, 2013.
- 2.6 "Senior Management shall mean personnel of the Company who are members of its core management team excluding Governing Board and would comprises all members of management one level below the Whole time Directors, including all functional heads.
- 2.7 "The Company" shall mean IOV Registered Valuers Foundation.

**Note:** *In this Code, words importing the masculine gender shall include feminine gender and words importing singular shall include the plural or vice-versa.*

### **3.0 Applicability**

- 3.1 This code shall be applicable to the following personnel:
  - 3.1.1 All Whole-time Directors including the Managing Director [or the Managing Director & Chief Executive Officer] of the Company.
  - 3.1.2 All Part-time Directors including Independent Directors.
  - 3.1.3 Senior Management.
- 3.2 The whole-time Directors and Senior Management should continue to comply with the applicable policies, rules and procedures of the Company.

### **4.0 Content of Code**

Part I General Moral Imperatives

Part II Specific Professional Responsibilities

Part III Specific Additional Provisions for Board Members and Senior Management

Part IV Specific Additional Provisions for Independent Directors

This code is intended to serve as a basis for ethical decision-making in the conduct of professional work. It may also serve as a basis for judging the merit of a formal complaint pertaining to violation of professional ethical standards.

It is understood that some words and phrases in the code of ethics and conduct document are subject to varying interpretations. In case of any conflict, the decision of the Board shall be final.

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## **PART - I**

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### **5.0 General Moral Imperatives**

- 5.1 Contribute to society and human well being
  - 5.1.1 This principle concerning the quality of life of all people affirms an obligation to protect fundamental human rights and to respect the diversity of all cultures. We must attempt to ensure

that the products of our efforts will be used in socially responsible ways, will meet social needs and will avoid harmful effects to health and welfare of others. In addition to a safe social environment, human well being includes a safe natural environment.

5.1.2 Therefore, all Board Members and Senior Management who are accountable for the design, development, and promotion of company's services, must be alert to, and make others aware of, both a legal and moral responsibility for the safety and the protection of human life and environment.

5.2 Be honest and trustworthy & practice integrity

5.2.1 Integrity and honesty are essential component of trust. Without trust an organization cannot function effectively.

5.2.2 All Board Members and Senior Management are expected to act in accordance with highest standards of personal and professional integrity, honesty and ethical conduct, while conducting business of the IOV Registered Valuers Foundation.

5.3 Be fair and take action not to discriminate

5.3.1 The value of equality, tolerance, respect for others, and the principles of equal justice govern this imperative. Discrimination, on the basis of race, sex, religion, caste, age, disability, national origins or other such factors, is an explicit violation of this Code.

5.4 Honour confidentiality

5.4.1 The principle of honesty extends to issues of confidentiality of information. The ethical concern is to respect all obligations of confidentiality to all stakeholders unless discharged from such obligations by requirements of the law or other principles of this Code.

5.4.2 All Board Members and Senior Management, therefore, shall maintain the confidentiality of all confidential unpublished information about business and affairs of IOV Registered Valuers Foundation.

5.5 Pledge & Practice

5.5.1 To strive continuously to bring about integrity and transparency in all spheres of the activities.

5.5.2 Work unstintingly for eradication of corruption in all spheres of life.

5.5.3 Remain vigilant and work towards growth and. reputation of the Company.

5.5.4 Bring pride to the organization and provide value-based services to Company's stakeholders.

5.5.5 Do duty conscientiously and without fear or favour.

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## PART II

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### 6.0 Specific Professional Responsibility

6.1 Live the Values of IOV Registered Valuers Foundation – each day

Zeal to excel and zest for change. Integrity and fairness in all matters. Respect for dignity and potential of individuals. Strict adherence to commitments. Ensure speed of response. Foster learning, creativity and team-work. Loyalty and pride in the IOV Registered Valuers Foundation.

6.2 Strive to achieve the highest quality, effectiveness and dignity in both the processes and products of professional work: - Excellence is perhaps the most important obligation of a professional. Everyone, therefore, should strive to achieve the highest quality, effectiveness and dignity in their professional work.

6.3 Acquire and maintain professional competence: - Excellence depends on individuals who take responsibility for acquiring and maintaining professional competence. All are, therefore, expected to participate in setting standards for appropriate levels of competence, and strive to achieve those standards.

6.4 Compliance with Laws: - The Board Members and Senior Management of the IOV Registered Valuers Foundation shall comply with all the applicable provisions of existing local, state, national, and international laws. They should also follow and obey the policies, procedures, rules and regulations relating to business of the IOV Registered Valuers Foundation.

6.5 Accept and provide appropriate professional review: - Quality professional work depends on professional review and comments. Whenever appropriate, individual members should seek and utilize peer review as well as provide critical review of the work of theirs.

6.6 Manage personnel and resources to enhance the quality of working life: - Organizational leaders are responsible for ensuring that a conducive working and business environment is created for fellow employees to enable them delivering their best. The Board Members and Senior Management would be responsible for ensuring human dignity of all employees, would encourage and support the professional development of the employees of the IOV Registered Valuers Foundation by providing them all necessary assistance and cooperation, thus enhancing the quality of working.

- 6.7 Be upright and avoid any inducements: - The Board Members and Senior Management shall not, directly or indirectly through their family and other connections, solicit any personal fee, commission or other form of remuneration arising out of transactions involving Company. This includes gifts or other benefits of significant value, which might be extended at times, to influence business for the organization or awarding a contract to an agency, etc.
- 6.8 Observe Corporate Discipline: - The flow of communication within the IOV Registered Valuers Foundation is not rigid and people are free to express themselves at all levels. Though there is a free exchange of opinions in the process of arriving at a decision, but after the debate is over and a policy consensus has been established, all are expected to adhere and abide by it, even when in certain instances one may not agree with it individually. In some cases policies act as a guide to action, in others they are designed to put a constraint on action. All must learn to recognize the difference and appreciate why they need to observe them.
- 6.9 Conduct in a manner that reflects credit to the Company: - All are expected to conduct themselves, both on and off duty, in a manner that reflects credit to the Company. The sum total of their personal attitude and behavior has a bearing on the standing of Company and the way in which it is perceived within the organization and by the public at large.
- 6.10 Be accountable to Company's stakeholders: - All of those whom we Serve, be it our Members, without whom the Company will not be in business, the Shareholders, who have an important stake in its business, the Employees, who have a vested interest in making it all happen, the Vendors, who support the Company to deliver in time and Society to which Company is responsible for its actions - are stakeholders of the Company. All, therefore, must keep in mind at all times that they are accountable to Company's stakeholders.
- 6.11 Identify, mitigate and manage business risks: - It is everybody's responsibility to follow the Risk Management Framework of the Company to identify the business risk that surround function or area of operation of the Company and to assist in the company-wise process of managing such risks, so that Company may achieve its wider business objectives.
- 6.12 Protect properties of the Company: - The Board Members and Senior Management shall protect the assets including physical assets, information and intellectual rights of the Company and shall not use the same for personal gains.

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## PART-III

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### 7.0 Specific Additional Provisions for Board Members and Senior Management

7.1 As Board Members and Senior Management: They shall undertake to actively participate in the meetings of the Board and Committees on which they serve.

7.2 As Board Members

7.2.1 Undertake to inform the Chairman, Managing Director or the Company Secretary of the Company of any changes in their other Board positions, relationship with other business and other events/ circumstances /conditions that may interfere with their ability perform Board / Board committee duties or may impact the judgment of the Board as to whether they meet the independence requirements of Companies Act, 2013.

7.2.2 Undertake that without prior approval of the disinterested members of the Board, they will avoid apparent conflict of interest. Conflict of interest may exist when they have personal interest that may have a potential conflict with the interest of the Company. Illustrative cases can be:

Related party Transactions: Entering into any transactions or relationship with Company or its subsidiaries in which they have a financial or other as through a family member or relation or other personal interest (either directly or indirectly such as through a family member or relation or other person or other organization with which they are associated).

Outside Directorship: Accepting Directorship on the Board of any other company that competes with the business of the Company.

Consultancy/Business/Employments: Engaging in any activity (be it in the nature of providing consultancy service, carrying on business, accepting employment) which is likely to interfere conflict with their duties/ responsibilities towards Company. They should not invest or associates themselves in any other manner with any supplier, service provider or customer of the company

Use of official position for personal gains: should not use their official position for personal gains.

7.3 Compliance with the Code of Business Conduct and Ethics

- 7.3.1 All Members of the Board and Senior Management of company shall uphold and promote the principles of this code.

The future of Organization depends on both technical and ethical excellence. Not only it is important for Board Members and Senior Management to adhere to the principles expressed in this Code, each of them should also encourage and support adherence by others.

- 7.3.2 Treat violations of this code as inconsistent association with the Organization.

Adherence of professionals to a code of ethics is largely and generally a voluntary matter. However, if any of Board Members and Senior Management does not follow this Code, the matter would be reviewed by the Board and its decision shall be final. The Company reserves the right to take appropriate action against the defaulter.

7.4 Miscellaneous points

- 7.4.1 Continual updating of Code

This code is subject to continuous review and updation in line with any changes in law, changes in Company's philosophy, vision, business plans or otherwise as may be deemed necessary by the Board and all such amendments/modifications shall take effect prospectively from the date stated therein.

- 7.4.2 Where to seek clarifications

Any member of Board or Senior Management requiring any clarification regarding this code of conduct may contact the Company Secretary.



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## PART-IV

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### 8.0 Specific Additional Provisions for Independent Directors

- 8.1 Section 149(8) of the Companies Act, 2013 provides that the Company and Independent Directors shall abide by the provisions specified in Schedule-IV. For benefit of all, Schedule-IV is reproduced below.

#### **Schedule IV of the Companies Act, 2013 CODE FOR INDEPENDENT DIRECTORS**

*The Code is a guide to professional conduct for independent directors. Adherence to these standards by independent directors and fulfilment of their responsibilities in a professional and faithful manner will promote confidence of the investment community, particularly minority shareholders, regulators and companies in the institution of independent directors.*

- I. Guidelines of professional conduct:** An independent director shall:
- (1) uphold ethical standards of integrity and probity;
  - (2) act objectively and constructively while exercising his duties;
  - (3) exercise his responsibilities in a bona fide manner in the interest of the company;
  - (4) devote sufficient time and attention to his professional obligations for informed and balanced decision making;
  - (5) not allow any extraneous considerations that will vitiate his exercise of objective independent judgment in the paramount interest of the company as a whole, while concurring in or dissenting from the collective judgment of the Board in its decision making;
  - (6) not abuse his position to the detriment of the company or its shareholders or for the purpose of gaining direct or indirect personal advantage or advantage for any associated person;
  - (7) refrain from any action that would lead to loss of his independence;
  - (8) where circumstances arise which make an independent director lose his independence, the independent director must immediately inform the Board accordingly;
  - (9) assist the company in implementing the best corporate governance practices.

**II. Role and functions:** The independent directors shall:

- (1) help in bringing an independent judgment to bear on the Board's deliberations especially on issues of strategy, performance, risk management, resources, key appointments and standards of conduct;
- (2) bring an objective view in the evaluation of the performance of board and management;
- (3) scrutinise the performance of management in meeting agreed goals and objectives and monitor the reporting of performance;
- (4) satisfy themselves on the integrity of financial information and that financial controls and the systems of risk management are robust and defensible;
- (5) safeguard the interests of all stakeholders, particularly the minority shareholders;
- (6) balance the conflicting interest of the stakeholders;
- (7) determine appropriate levels of remuneration of executive directors, key managerial personnel and senior management and have a prime role in appointing and where necessary recommend removal of executive directors, key managerial personnel and senior management;
- (8) moderate and arbitrate in the interest of the company as a whole, in situations of conflict between management and shareholder's interest.

**III. Duties:** The independent directors shall—

- (1) undertake appropriate induction and regularly update and refresh their skills, knowledge and familiarity with the company;
- (2) seek appropriate clarification or amplification of information and, where necessary, take and follow appropriate professional advice and opinion of outside experts at the expense of the company;
- (3) strive to attend all meetings of the Board of Directors and of the Board committees of which he is a member;
- (4) participate constructively and actively in the committees of the Board in which they are chairpersons or members;
- (5) strive to attend the general meetings of the company;
- (6) where they have concerns about the running of the company or a proposed action, ensure that these are addressed by the Board and, to the extent that they are not resolved, insist that their concerns are recorded in the minutes of the Board meeting;
- (7) keep themselves well informed about the company and the external environment in which it operates;

- (8) not to unfairly obstruct the functioning of an otherwise proper Board or committee of the Board;
- (9) pay sufficient attention and ensure that adequate deliberations are held before approving related party transactions and assure themselves that the same are in the interest of the company;
- (10) ascertain and ensure that the company has an adequate and functional vigil mechanism and to ensure that the interests of a person who uses such mechanism are not prejudicially affected on account of such use;
- (11) report concerns about unethical behaviour, actual or suspected fraud or violation of the company's code of conduct or ethics policy;
- (12) acting within his authority, assist in protecting the legitimate interests of the company, shareholders and its employees;
- (13) not disclose confidential information, including commercial secrets, technologies, advertising and sales promotion plans, unpublished price sensitive information, unless such disclosure is expressly approved by the Board or required by law.

**IV. Manner of appointment:**

- (1) Appointment process of independent directors shall be independent of the company management; while selecting independent directors the Board shall ensure that there is appropriate balance of skills, experience and knowledge in the Board so as to enable the Board to discharge its functions and duties effectively.
- (2) The appointment of independent director(s) of the company shall be approved at the meeting of the shareholders.
- (3) The explanatory statement attached to the notice of the meeting for approving the appointment of independent director shall include a statement that in the opinion of the Board, the independent director proposed to be appointed fulfils the conditions specified in the Act and the rules made thereunder and that the proposed director is independent of the management.
- (4) The appointment of independent directors shall be formalised through a letter of appointment, which shall set out :
  - (a) the term of appointment;
  - (b) the expectation of the Board from the appointed director; the Board-level committee(s) in which the director is expected to serve and its tasks;
  - (c) the fiduciary duties that come with such an appointment along with accompanying liabilities;
  - (d) provision for Directors and Officers (D and O) insurance, if any;

- (e) the Code of Business Ethics that the company expects its directors and employees to follow;
  - (f) the list of actions that a director should not do while functioning as such in the company; and
  - (g) the remuneration, mentioning periodic fees, reimbursement of expenses for participation in the Boards and other meetings and profit related commission, if any.
- (5) The terms and conditions of appointment of independent directors shall be open for inspection at the registered office of the company by any member during normal business hours.
- (6) The terms and conditions of appointment of independent directors shall also be posted on the company's website.

**V. Re-appointment:**

The re-appointment of independent director shall be on the basis of report of performance evaluation.

**VI. Resignation or removal:**

- (1) The resignation or removal of an independent director shall be in the same manner as is provided in sections 168 and 169 of the Act.
- (2) An independent director who resigns or is removed from the Board of the company shall be replaced by a new independent director within a period of not more than one hundred and eighty days from the date of such resignation or removal, as the case may be.
- (3) Where the company fulfils the requirement of independent directors in its Board even without filling the vacancy created by such resignation or removal, as the case may be, the requirement of replacement by a new independent director shall not apply.

**VII. Separate meetings:**

- (1) The independent directors of the company shall hold at least one meeting in a year, without the attendance of nonindependent directors and members of management;
- (2) All the independent directors of the company shall strive to be present at such meeting;
- (3) The meeting shall:
  - (a) review the performance of non-independent directors and the Board as a whole;
  - (b) review the performance of the Chairperson of the company, taking into account the views of executive directors and non-executive directors;
  - (c) assess the quality, quantity and timeliness of flow of information between the company management and the Board that is necessary for the Board to effectively and reasonably perform their duties.

**VIII. Evaluation mechanism:**

- (1) The performance evaluation of independent directors shall be done by the entire Board of Directors, excluding the director being evaluated.
- (2) On the basis of the report of performance evaluation, it shall be determined whether to extend or continue the term of appointment of the independent director.

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**ACKNOWLEDGEMENT OF RECEIPT OF  
CODE OF BUSINESS CONDUCT AND ETHICS FOR  
BOARD MEMEBERS AND SENIOR MANAGEMENT**

I have received and read the code of Business Conduct and Ethics for Board Members and Senior Management of IOV Registered Valuers Foundation. I understand the standards and policies contained in the said Code of Business Conduct and Ethics and understand that there may be additional policies and laws specific to my job. I further agree to comply with the said Code of Business Conduct and Ethics.

If I have questions concerning the meaning or applications of the said Code of Business Conduct and Ethics, or the legal and regulatory requirements applicable to my job, I know I can consult the Chairman knowing that my questions or reports will be maintained in confidence.

Further, I undertake to provide the desired Affirmation on An Annual basis to the Company within 30 days from the end of 31st March every year.

**Signature** .....

**Name** .....

**Designation.** .....

**Place:** **Employment Number**.....

**Date:** **Telephone No.** .....

## AFFIRMATION

(By Board Members / Senior Management of the Company  
on Annual basis by 30th April of every year).

I,.....(name).....(designation),  
having read and understood the Code of Business Conduct and Ethics for Board  
Members and Senior Management, hereby solemnly affirm that I have complied with  
and has not violated any of the provisions of the Code during the year ended 31st  
March..... .

**Signature** .....

**Name** .....

**Designation** .....

**Place:** **Employment Number**.....

**Date:** **Telephone No.** .....